

Strategic Skills Initiative

Occupational & Skills Shortage Report Summary

Economic Growth Region 1 – Northwest Indiana

Excerpts from Shortage Report

- Almost 26% of region's wage & salary payroll comes from Manufacturing
- Only two thirds of the jobs lost during the recent recession have been recovered
- Average age of the regional workforce has increased more rapidly (1990-2000) than either the state or the nation – 1.49 yrs. For NW IN; 1.30 yrs. for IN overall; 0.96 yrs. for the U.S. -- creating a strong demand for replacement workers even in industries with level employment
- Work ethic issues were a frequent complaint of employers across all industries

Key Industries: Health Care & Social Services, Manufacturing, Transportation, Distribution & Logistics

Key Occupations (based on top 5 shortage projections):

Registered Nurses: Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management.

Welders, Cutters, Solderers and Brazers: Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.

Sales Representatives, Wholesale and Manufacturing: Sell goods for wholesalers or manufacturers to businesses or groups of individuals. Work requires substantial knowledge of items sold.

Pharmacists: Compound and dispense medications following prescriptions issued by physicians, dentists, or other authorized medical practitioners.

Pharmacy Technicians: Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications

Net Calculation Table (top 5 shortages) – Includes Demand, Supply & Migration

Occupation	Shortage Projection 2005 - 2007
Registered Nurses	250
Welders, Cutters, Solderers, and Brazers	207
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	200
Pharmacists	98
Pharmacist Technician	63

Selected Skills Definitions

Active Learning — Understanding the implications of new information for both current and future problem-solving and decision-making.

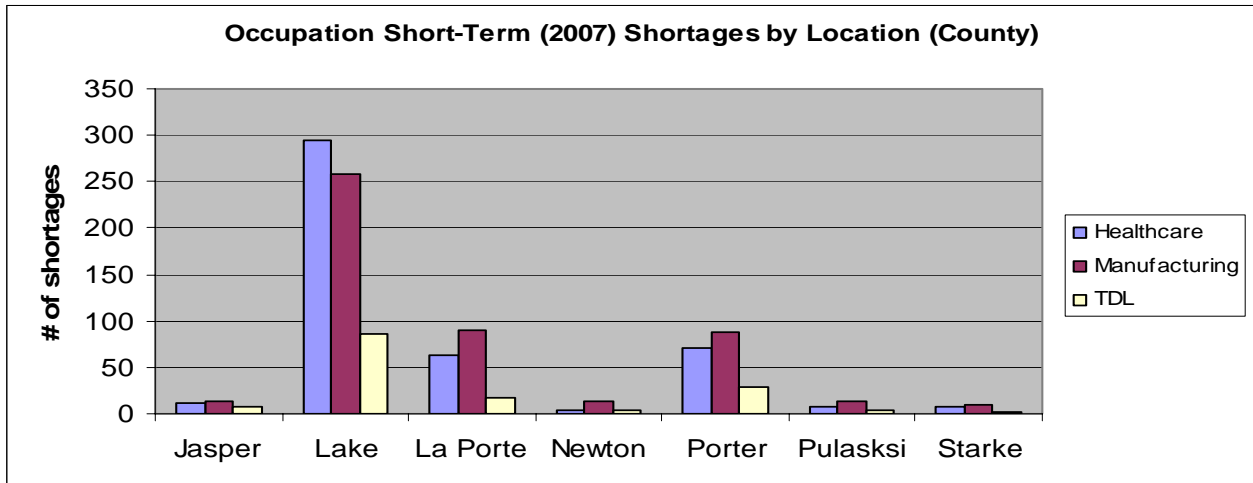
Service Orientation — Actively looking for ways to help people

Social Perceptiveness — Being aware of others' reactions and understanding why they react as they do.

Overlapping Critical Skills For Top 5 Shortage Occupations with Associated Wage

Skill	Assoc. Wage	Registered Nurses	Sales Reps Whsl & Mfg	Pharmacists	Pharmacy Technician
Science	\$52,104				
Active Learning	\$48,493				
Critical Thinking	\$45,509				
Reading Comprehension	\$39,654				
Social Perceptiveness	\$39,619				
Instructing	\$39,179				
Speaking	\$37,181				
Service Orientation	\$35,975				
Mathematics	\$35,083				
Active Listening	\$32,887				
Considered a Critical Skill for this occup.					

Location of Shortages (all critical occupations included)



Emerging Industries

- Biotech and Life Science Industries

Significance/Impact:

- ✚ Physical capital investment opportunities are diminished due to relocating facilities and/or outsourcing non-core functions outside of EGR-1 or postponing expansion due to critical skills shortages
- ✚ Skills deficiencies create barriers to educational attainment and full employment, the drivers of income growth